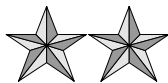




REPLY TO
ATTENTION OF



DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY FIELD ARTILLERY CENTER AND FORT SILL
FORT SILL, OKLAHOMA 73503

Policy Number 99-25

ATZR-J (600)

17 December 1999

MEMORANDUM FOR SEE DISTRIBUTION

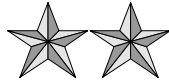
SUBJECT: Homosexual Conduct Policy Procedures

1. I am fully committed to properly implementing the Department of Defense Homosexual Conduct Policy within this command. As a result, I charge military leaders - officers, warrant officers, and noncommissioned officers - as well as civilian leaders, with the duty to read, thoroughly understand, and implement the policy, which is attached to this memorandum. The policy is located at http://www.defenselink.mil/news/Aug1999/b08131999_bt381-99.html. The Staff Judge Advocate is available to assist you to understand and implement the policy.

2. It is not enough that leaders simply understand and adhere to the policy. We must ensure that each and every subordinate understands and abides by it. Every soldier, civilian employee, and family member on Fort Sill must know that we, as leaders, demand that all persons be treated with dignity and respect. We must all work together to establish an environment that ensures the fair and equitable treatment of all persons associated with Fort Sill and the surrounding community.

3. Commanders are charged with the responsibility to promptly investigate any report of harassment or threats. As a specific control measure, I require that commanders immediately notify their trial counsel before initiating action or pursuing any investigation whatsoever into a matter related to or potentially related to the homosexual conduct policy. These investigations should not solicit allegations concerning homosexual conduct or orientation of the threatened or harassed person or any other person. Leaders, in consultation with trial counsel and their subordinates, will ensure that no soldier is threatened or harassed because of perceived or actual homosexual conduct or orientation.

ATZR-J



SUBJECT: Homosexual Conduct Policy Procedures

4. Commanders may initiate investigation into homosexual conduct only upon receipt of credible information of such conduct and after coordination with trial counsel. The fact that a service member reports being threatened because he or she is said or is perceived to be a homosexual shall not by itself constitute credible information justifying the initiation of an investigation of the threatened service member. If, during the course of an investigation into harassment or threats, information is received that a service member has engaged in homosexual conduct, commanders shall carefully consider the source of that information and the circumstances under which it was provided in assessing its credibility.

5. Leaders should exercise great care to avoid unintended results in their attempts to apply the policy, i.e., drawing unwarranted attention to a soldier complaining of harassment or to a soldier who is pending discharge under AR 635-200 for homosexual conduct or fraudulent entry.

6. Leaders should use their entire chain of command, the Staff Judge Advocate, and other staff agencies to assist them in resolving any questions and properly implementing the homosexual conduct policy and this guidance.

7. My interest in these matters should not be taken as an indication that a particular response is appropriate in any specific case or class of cases arising from the homosexual conduct policy. Commanders should not feel constrained in their ability to handle each case as they see fit or to forward to the next higher level as appropriate.

3 Encls

1. Memo, DoD, 12 Aug 99
Guidelines
2. Memo, DoD, 12 Aug 99
Implementation
3. Memo, DoD, 24 Mar 97

/signed/
TONEY STRICKLIN
Major General, USA
Commanding

DISTRIBUTION:

All Organizations
Fort Sill Internet